



New Jersey Department of Labor and Workforce Development Incentive Programs for Training

NJBUILD

The program provides outreach and training in the construction trades for women and minorities and places program graduates into Registered Apprenticeship programs or quality construction jobs.

Open to: County and municipal governments; public training providers or trade schools; community-based organizations; organized labor; employers or contractors; public vocational schools; institutions of higher learning; nonprofit agencies; and trade organizations.

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Growing Apprenticeships in Nontraditional Sectors (GAINS)

The program provides New Jersey businesses, organizations and current Registered Apprenticeship sponsors in targeted industry sectors with support to develop new, or support existing, Registered Apprenticeship programs. The program provides reimbursement of up to \$8,000 per employee, offsets costs of new program development and training new apprentices, and incentivizes employers to hire Registered Apprentices from pre-apprenticeship programs as well as veterans and people with disabilities.

Open to: Employers, trade associations, organized labor, labor/management partnerships, Local Education Agencies, public vocational schools, two- and four-year institutions of higher education, public and private nonprofits, business and trade groups, community-based organizations, Workforce Development Boards, economic development organizations, and Workforce Intermediary Sponsors.

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Skills Training Grant

New Jersey employers are reimbursed up to 50 percent of the cost to train new or existing employees to meet the skill requirements for available high-skill, high-wage jobs.

Open to: Individual employers, labor unions, community- and faith-based organizations & consortiums.

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Opportunity Grant

The program helps displaced workers secure re-employment by providing work-based training in growth industry sectors driven by employer needs. It was designed to support development of high-quality, industry-specific training and apprenticeships that contribute to a high-skilled, well-paid workforce.

Open to: Post-secondary educational institutions and approved training providers working in conjunction with employers.

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Industry Partnerships

These business-led initiatives are designed to engage New Jersey businesses more effectively by building successful targeted industry public-private partnerships. The goals are to strategize as an industry sector on competencies and skills valued by business, address short-and long-term workforce challenges, and advocate for policy and systems changes to strengthen and grow targeted industry sectors in the state.

Business drives the agenda by examining issues important to their bottom line. Key partners, including government agencies, economic development partners, business associations, education partners and community- and faith-based organizations work collaboratively using public resources to meet industry needs and stretch private reach. Industry partnerships represent the targeted industries in New Jersey that employ the most workers (3 of every 4) and pay the highest wages.

Open to: New Jersey businesses in the following industries: advanced manufacturing; bio pharma/life sciences; construction, utilities & energy; finance & insurance; health care; leisure & hospitality; retail; technology; and transportation logistics & distribution.

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NEW JERSEY INDUSTRY PARTNERSHIPS

Building bridges to strengthen NJ industries

Industry Partnerships are the New Jersey Labor Department's new model for building sector partnerships that facilitate business-government collaborations to meet workforce and economic challenges. **Industry Partnerships** bring together business leaders from similar sectors to discuss their workforce needs and resolve their operational concerns. Also in the room are representatives of public agencies, **silent partners** who work to develop customized solutions tailored to the specific, expressed needs of the industry sector.

The goal of this new sector partnership model is to help individual businesses thrive and encourage business to set the agenda to resolve industry challenges. This is a unique opportunity to identify problems best solved collaboratively.

Industry Partnerships build bridges between businesses and government, promoting business growth by using government resources. The success of the partnerships depends on business leaders being open and candid about their needs, and public partners, such as government agencies, colleges, training providers, and community groups, working in tandem to respond.

As of Jan. 1, 2019, Industry Partnerships succeed Talent Networks as the Labor Department's model for sector partnerships in New Jersey. This is a significant departure from the traditional sector partnership models where state agencies worked in silos to satisfy the needs of businesses.

Through this new approach, businesses drive the agenda, holding business-to-business discussions on economic and

workforce development matters, with public partners present in ***listen-only mode***. Rather than experiencing pressure from public partners pushing public programs to solve business issues, business is supported by a nexus of public partners working collaboratively to meet industry leaders' expressed concerns.

Industry Partnerships intend to address such matters as:

- Creating opportunities to cultivate a pipeline of talent aligning with the needs of the industry
- Determining desired skills and credentials businesses value
- Making key industries more attractive to a younger pool of workers

What you get by joining:

- A voice in decisions that affect your industry and your business
- No-cost workforce training for your employees
- A say in legislation impacting your industry
- To influence your industry directly and the direction it takes in New Jersey
- The chance for industry networking
- Direct access to government decision-makers
- Fast-tracked apprenticeship opportunities
- To develop and implement pilot ideas to move your business forward

Industry Partnerships:

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| • Construction & Energy | • Leisure & Hospitality | • Retail Trade |
| • Finance | • Life Sciences | • Technology |
| • Health Care | • Manufacturing | • Transportation, Distribution & Logistics |



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